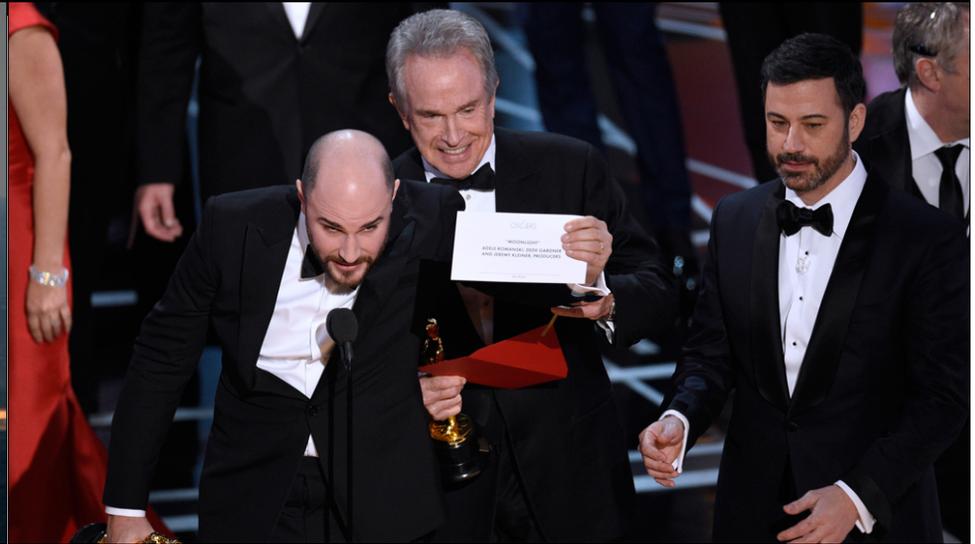


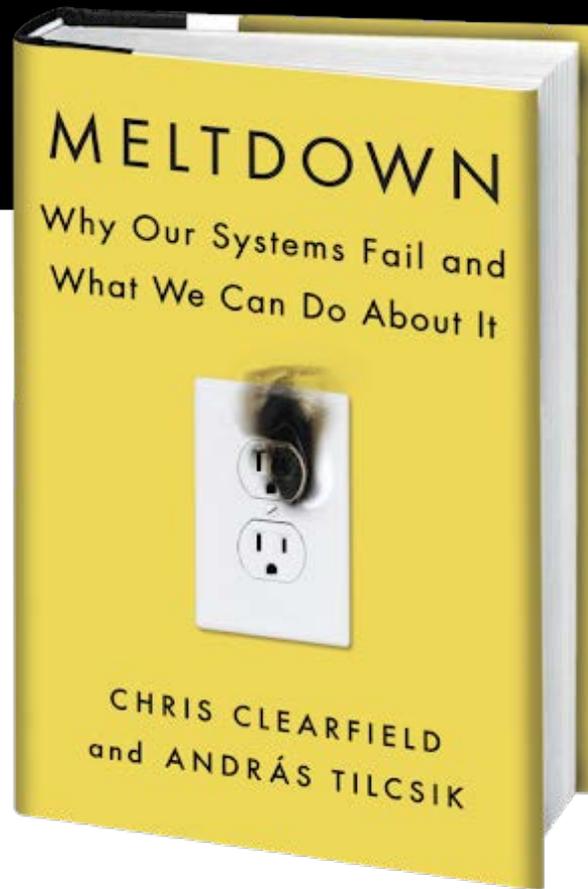
Taking Transportation Forward

The WIT Diversity and Inclusion Index





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19%

Innovation

9%

EBIT



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More is better



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Why isn't there more of it?



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Let's do an exercise.



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- University professor
- Nurse
- Superhero
- Kindergarten teacher
- Trucking company owner

- Parent/caregiver
- President
- Flight attendant
- Executive assistant
- Software executive
- Pilot

Race
Sexuality
Color
Ability
Religion

The Challenges



Tradition

Attitudes

Paralysis

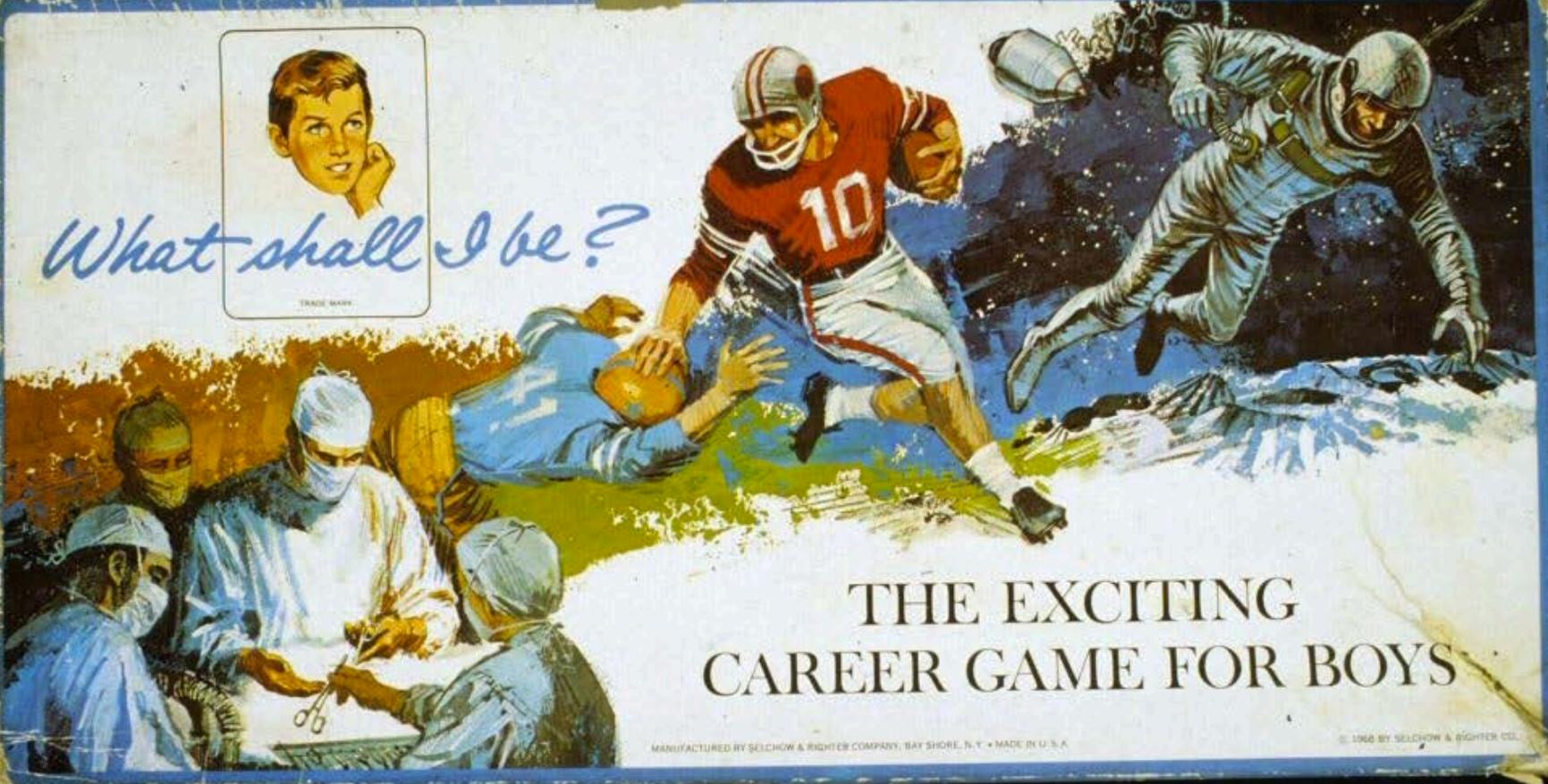
Influences

Tradition

- Given names
- Language
- Actions of other people
- Pictures and books
- Schools
- Institutions
- Your workplace



What shall I be?



THE EXCITING
CAREER GAME FOR BOYS

MANUFACTURED BY SELCHOW & RIGHTER COMPANY, BAY SHORE, N. Y. • MADE IN U. S. A.

© 1968 BY SELCHOW & RIGHTER CO.



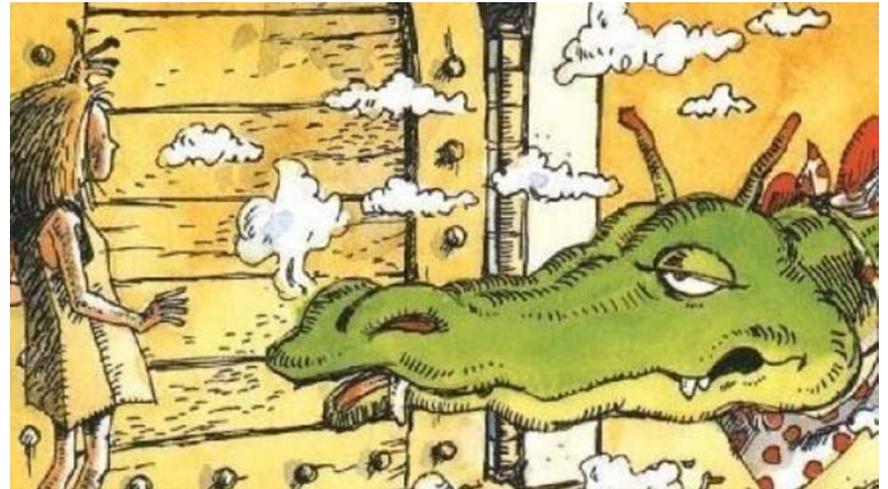
What shall I be?

THE EXCITING GAME OF CAREER GIRLS



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Attitudes

The notion that diversity in an early team is important or good is completely wrong.

You should try to make the early team as non-diverse as possible.

~ Max Levchin, 2012





Paralysis

Intel's new diversity goals: Put women in 40% of technical posts by 2030

In its Corporate Responsibility Report, the chipmaker also says it wants twice as many women and underrepresented minorities in senior positions.

Why trucking can succeed



- Pay equity already exists for truck drivers
- The industry knows it has to reach out to a diverse workforce to replace the traditional
- Trucking is very willing to share and adopt a “made in trucking” approach to problem solving

D&I Index Task Force



- Debbie Sparks** | VP *Women in Trucking*
- Kesha Jones** | Human Resources Director *Total Transportation*
- Leah Shaver** | Pres. & CEO *The National Transportation Institute*
- Kelly Rooney** | Director of Operations *Waste Management*
- Tamara Anthony** | Director of HR *Epes Transport System*
- Sherri Brumbaugh** | Pres. & CEO *Garner Trucking*
- Mark Murrell** | Co-founder *CarriersEdge*
- Jane Jazrawy** | Co-founder *CarriersEdge*



DIVERSITY

INCLUSION

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Index



Program Structure

Who can participate, and how it will work



The Program



- Recognize fleets that are successfully providing an inclusive workplace
- Document and share the best practices for greater inclusivity
- Provide a framework for fleets to be able to discuss diversity in an informed manner
- Communicate beyond the industry that viable opportunities exist for all roles within trucking





DIVERSITY
INCLUSION **DI** & Index



Help people create their own plan





- ✓ For-hire Fleets
- ✓ 10+ Trucks
- ✓ US and CA



Application

Corporate
Questionnaire

Corporate
Interview

Employee
Surveys



- ✓ Easy participation
- ✓ Deeper dive
- ✓ Broader perspective

Timeline



Applications	March – May (2021)
Data Collection	April – July
Evaluation	August
Presentation	Accelerate! (Sept.)



Sample Questions





What programs does your company use to educate staff about violence and harassment in the workplace?



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How is diversity represented in the following?

- Driver Advisory Board or Committee
- Accident Review Committee
- Other: _____





What programs (formal or informal) does your company have to encourage professional development specifically for women or members of other ethnic groups (e.g. African-American, Hispanic, Asian)?

- At the supervisory or managerial level?
- For drivers (e.g., truck driving championships, driver mentor or trainer programs)



Start



Take stock

Learn more

Include



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Thanks for joining us!

For more information about the D&I Index, please contact:

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